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ABSTRACT

The Joint Committee on Health Care requested the State Council of Higher Education for Virginia (SCHEV) to compare nursing faculty salaries with clinical practice salaries, review the workload issues related to changes in nursing practice in health care facilities, and make recommendations to address any inappropriate disparities. In response to that request, SCHEV surveyed 37 nursing education programs at Virginia public and private institutions in July 2002. Twenty-nine institutions provided responses, a 78.4% response rate, with replies from 385 full-time instructional nursing faculty. Based on an analysis of the data collected, the SCHEV concludes that there are no significant disparities in salary and workload between Virginia nursing faculty and those in clinic practices. SCHEV makes no formal recommendations about these issues, although SCHEV does advocate continued competitive nursing faculty salaries in Virginia. Two appendixes contain a list of participating institutions and the survey form. (Contains 9 tables and 10 references.) (SLD)

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ED 470 324

Report to the Joint Commission on Health Care

VIRGINIA NURSING FACULTY SALARIES

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STATE COUNCIL OF HIGHER EDUCATION FOR VIRGINIA
ADVANCING VIRGINIA THROUGH HIGHER EDUCATION

November 2002

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EXECUTIVE SUMMARY

The Joint Commission on Health Care (JCHC) requested the State Council of Higher Education for Virginia (SCHEV) to "compare nursing faculty salaries with clinical practice salaries, review the workload issues that are related to the changes in nursing practice in health care facilities and make recommendations to address any inappropriate disparities".

In response to that request, SCHEV surveyed 37 nursing education programs at Virginia public and private institutions in July 2002. Twenty-nine institutions provided responses, representing a 78.4% response rate and a total of 385 full-time instructional nursing faculty.

Based on an analysis of the average faculty salary by faculty rank, faculty educational level, and academic program, and comparisons with available reports of clinical nursing salaries, SCHEV has concluded that there are no significant disparities in salary and workload between Virginia nursing faculty and those in clinic practices. As a result, SCHEV makes no formal recommendation on this issue, but does advocate for continued competitive nursing faculty salaries in the Commonwealth.

Report of Virginia Nursing Faculty Salaries

The United States is experiencing an unprecedented nursing shortage, a fact confirmed by such organizations as the American Association of Colleges of Nursing (AACN), the Southern Regional Education Board (SREB), the Virginia Partnership for Nursing, and the US Bureau of Labor Statistics. Compounding the problem is the fact that it is not only the pipeline of new nurses that is shrinking, with enrollment of nursing education programs in a six-year decline, but there is also a faculty shortage that is hampering institutions' ability to increase enrollments (AACN 2001, SREB 2002). The American Association of Colleges of Nursing reported that the faculty vacancy rate was 7.4 percent among its member schools in 2000. AACN attributed the factors contributing to the faculty shortage to:

(a) aging faculty that will result in a wave of faculty retirements in the next decade;
(b) insufficient doctorally prepared graduates who are qualified or willing to become nurse educators; and
(c) increased competition in job offerings and compensation from clinical and private sectors.

In response to the national trends and projections in the nursing labor market, House Joint Resolution (HJR) 644, passed by the 2001 General Assembly, directed the Virginia Partnership for Nursing to conduct a study of nursing education programs in Virginia. The study reported that many nursing program directors attributed the problem in Virginia nursing faculty recruitment and retention primarily to salary and workload issues. The report recommended a further study on faculty salaries. Based on the recommendations of the Virginia Partnership for Nursing report, the Joint Commission on Health Care (JCHC) requested the State Council of Higher Education for Virginia (SCHEV) to:

(ii) Compare nursing faculty salaries with clinical practice salaries, review the workload issues that are related to the changes in nursing practice in health care facilities and make recommendations to address any inappropriate disparities;

In response to this request, SCHEV surveyed 37 nursing education programs that offer diplomas to doctoral degrees at public and private institutions in Virginia in July 2002. The survey focused on the full-time instructional faculty salary and workload by faculty rank and educational level. Twenty-nine institutions responded to the survey, representing a 78.4% response rate and a total of 385 full-time instructional nursing faculty. Eighty-four of the faculty also have clinical licenses as either nurse practitioners or clinical specialists. Of the institutions participating in the survey, 17 are public institutions, and 13 institutions offer education programs for four or more years of training.

This report presents the survey findings of Virginia nursing faculty salaries and workload, and compares those with clinical practice salaries. For comparison purposes,

faculty salaries of the 9-10 month contract have been annualized so as to be comparable with the labor market. The salary conversion is the reported salaries multiplied by a factor of 11/9. The factor is used by AACN for the similar conversion. In addition, full-time faculty whose primary responsibilities are for administration are excluded from the study.

CHARACTERISTICS OF VIRGINIA NURSING FACULTY

(A) Qualifications for Faculty Appointment

Requirements for faculty appointment vary across academic institutions. However nursing education programs with four or more years of training, as well as the nursing accreditation agencies, require a minimum preparation of master's degree for faculty appointment. Survey results indicate that 94% of the nursing faculty in Virginia hold either a master's degree (57%) or a doctoral degree (37%). Twenty-one faculty who have bachelor degrees are primarily teaching in associate degree programs at the Virginia community colleges or at schools offering only diplomas and run by the Virginia hospitals.

(B) Average Faculty Salaries

There are multiple factors involved in determining faculty salaries such as educational level, academic rank, academic discipline, institution reputation, institution type and institution location and so on. Typically, faculty with higher academic rank and higher educational level earn more because these factors are assumed to imply higher quality of instruction. Well-known institutions often offer higher salaries for prestige. Faculty at research institutions are paid more, in part, because there is an expectation that they will conduct research as well as teach. Faculty in certain disciplines, such as business and engineering, usually receive higher salaries due to the competition in the labor market. On the other hand, institutions located in small towns often tend to offer less pay because the cost of living is relatively lower. The SCHEV study found that the differences in nursing faculty salaries among Virginia institutions are in line with these assumptions. Table 1 shows Virginia nursing faculty at the professor rank with a doctoral degree in non-nursing discipline had the highest salary while instructor-level faculty with a bachelor degree received the lowest pay.

Table 1
Average Virginia Nursing Faculty Salary by Faculty Rank and Education Level

	Faculty Educational Level			
Faculty Rank	Bachelor Degree	Master's degree	PhD in Nursing	PhD in Non-Nursing
Professor	-	$61,751	$75,742	$82,032
Associate Prof.	$50,545	$62,096	$70,656	$74,677
Assistant Prof.	$51,410	$54,169	$59,219	$63,365
Instructor	$46,351	$53,788	-	$51,992
Overall Average	$48,664	$56,767	$70,206	$73,111

Table 2 indicates that the faculty in doctoral degree programs tend to have the highest salary, while faculty teaching in associate degree programs tend to earn lower salaries. As noted above, this salary difference is primarily due to the variations in required educational levels for faculty appointment among degree programs.

Table 2
Average Virginia Nursing Faculty Salary by Faculty Rank and Program Level

	Educational Program Level				
Faculty Rank	Diploma	Associate Degree	Bachelor Degree	Master's Degree	Doctoral Degree
Professor	$66,269	$64,595	$66,211	$76,710	$88,502
Associate Prof.	$67,808	$57,635	$59,425	$68,231	$77,640
Assistant Prof.	$54,059	$52,151	$50,184	$54,845	$64,139
Instructor	$54,988	$46,097	$46,232	$61,435	$58,454
Overall Average	$58,850	$55,944	$53,733	$64,793	$73,548

Table 2 also indicates that faculty salaries for all ranks at schools awarding nursing diplomas were higher than those faculty in associate and bachelor degree programs, despite the fact that both types of programs educate students to become registered nurses (RN). The difference may be attributed to the fact that faculty at diploma schools are employed on an annual basis. Although faculty salaries of the 9-10 month employment are annualized in the study, it is recognized that the annualized salary cannot fully match the pay on an annual basis as the assumptions for salaries are different.

Table 3 presents the average faculty salary by faculty rank and region. The overall average faculty salary was higher in Northern Virginia where the cost of living is typically higher than other regions of the state. However, the table indicates that salary disparities varied by faculty rank among regions. A likely factor is whether or not faculty have clinical licenses. Due to labor market competition, faculty members with clinical licenses, on average, are paid higher than those without licenses. The study found that the variations in Virginia nursing faculty salaries validated this assumption. For example, Tables 2 and 3 show that the average faculty salary at the instructor level was higher for the master's program and in the Tidewater region. This is because there was one faculty member who had a clinical license to skew the average salary at the instructor level in these two tables.

Table 3
Average Virginia Nursing Faculty Salary by Faculty Rank and Region

	Region					
Faculty Rank	Central	Northern	Southside	Southwest	Tidewater	Valley
Professor	$78,497	$81,559	$61,704	$66,403	$71,821	$61,110
Associate Prof.	$77,840	$69,801	$67,808	$58,410	$65,728	$67,229
Assistant Prof.	$60,006	$63,241	$52,853	$47,919	$55,638	$56,406
Instructor	$54,803	$59,737	$51,521	$43,002	$60,209	$51,678
Overall Average	$69,261	$70,019	$56,038	$54,922	$63,539	$62,677

In addition, the survey found that, on average, faculty salaries at the public institutions were higher than those at the private institutions (Table 4). Fifty-nine percent of the participating institutions were public and the rest were private (41%).

Table 4
Average Virginia Nursing Faculty Salary
by Faculty Rank and Institution Type

	Institution Type	
Faculty Rank	Public	Private
Professor	$75,609	$70,925
Associate Prof.	$69,035	$59,781
Assistant Prof.	$58,455	$50,072
Instructor	$52,923	$47,445
Overall Average	$64,315	$57,302

(C) Faculty Workload

All participating institutions in the SCHEV survey reported that, on average, full-time instructional nurse faculty worked between 40 and 50 hours per week. Five institutions reported that faculty worked over 50 hours a week. Faculty workload consists of classroom teaching, clinical lab teaching, office hours, class preparation, grading, and committee meetings, etc. For doctoral institutions, faculty workload also includes research and scholarship.

Table 5
Percent of Weekly Working Hours for
Classroom and Clinical Lab Teaching by Program

Degree Program	% of Weekly Working Hrs for Classroom	% of Weekly Working Hrs for Clinic Lab
Diploma	42%	46%
Associate	35%	45%
Bachelor	55%	35%
Master's	40%	28%
Doctoral	43%	38%
Average	42%	38%

Table 5 shows, on average, faculty spent 80% of their weekly working hours on classroom and clinical lab teaching. In addition, faculty in diploma and associate degree programs spent slightly more time on clinical lab teaching than faculty in other programs. This corresponds to the differences in curricula among the education programs. As a matter of fact, all nursing programs have given great emphasis on hands-on experiences for students.

In addition, institutions indicated that faculty who teach more clinical lab classes were generally paid higher salaries because these faculty have clinical licenses.

COMPARISON WITH THE NURSING LABOR MARKET

(A) Nursing faculty salaries in other states

The American Association of Colleges of Nursing (AACN) conducts the annual salary survey of instructional and administrative nursing faculty nationally. AACN is "the national voice for America's baccalaureate- and higher-degree nursing education programs". Five hundred and twenty-three institutions, including 12 Virginia institutions, participated in the AACN's 2001-02 salary survey. Table 6 compares the average faculty salary by faculty rank and educational level at public four-year institutions.

Table 6
Average Salary of Full-Time Instructional Faculty
By Faculty Rank and Educational Level at Public 4-Year Institutions

With a Doctoral Degree	**National[1]**	**South[1]**	**Virginia[2]**
Professor	$73,707	$70,753	$73,878
Associate Professor	$60,705	$59,189	$63,955
Assistant Professor	$52,180	$50,804	$53,355
Instructor	$43,908	$45,481	$42,539
Without a Doctoral Degree			
Professor	$57,504	$44,886	-
Associate Professor	$51,127	$49,861	$56,909
Assistant Professor	$46,282	$45,759	$49,895
Instructor	$41,590	$40,905	$47,729

Notes:

(1) National and South data come from 2001-02 annual salary survey of American Association of Colleges of Nursing.

(2) Virginia data comes from SCHEV survey of July 2002.

The data indicates that, on average, there is no salary disparity between Virginia full-time instructional nursing faculty and their national public peers at each faculty rank. In addition, Virginia nursing faculty without a doctoral degree earned more than their counterparts not just in the South, but nationally as well.

Table 7 compares the average faculty salary by rank, educational level and degree program at public four-year institutions. Again, the overall comparison does not suggest a salary disparity between Virginia nursing faculty and their national public peers. Although the salaries of Virginia nursing faculty with a doctoral degree in the master's program seem to be lower than the national peers, it is likely the result of the small sample of Virginia public institutions in comparison.

Table 7
Average Salary of Full-Time Instructional Faculty
By Faculty Rank, Educational Level and Educational Program
at Public 4-Year Institutions

	Baccalaurate		Master's		Doctoral	
With a Doctoral Degree	**National**	**Virginia**	**National**	**Virginia**	**National**	**Virginia**
Professor	$60,027	$60,000	$75,117	$62,650	$82,939	$77,464
Associate Professor	$54,573	$54,663	$61,177	$58,620	$63,850	$68,343
Assistant Professor	$49,399	$48,066	$52,416	$43,150	$53,770	$55,953
Instructor	-	$42,539	$44,439	-	$41,424	-
Without a Doctoral Degree						
Professor	$54,436	-	$61,113	-	-	-
Associate Professor	$48,820	$56,909	$52,486	$53,825	$57,968	$59,993
Assistant Professor	$42,981	$46,150	$47,306	$39,242	$49,069	$53,524
Instructor	$38,961	$43,734	$41,959	$50,265	$43,240	$47,826

Notes:

(1) National data come from 2001-02 annual salary survey of American Association of Colleges of Nursing.

(2) Virginia data comes from SCHEV survey of July 2002.

It is noted that Tables 6 and 7 compare peer faculty salaries nationally at the 4-year public institutions which account for only 50% of the participants in the SCHEV study. Half of the nursing education is carried out at two-year colleges in Virginia. However, there is no available national peer data for comparison for nursing faculty at the two-year colleges, primarily in the Virginia community college system.

(B) The Nursing Labor Market

(a) Job Qualifications in the nursing labor market

In general, there are three categories of jobs in the nursing labor market. The first is called "*healthcare practitioners*." The second is described as "*healthcare administration*." The third is "*healthcare technicians*." *Healthcare practitioners* include jobs such as licensed practical nurse (LPN), registered nurse (RN), case manager, clinical nurse specialist, and nurse practitioner. This group makes up the majority of the nursing workforce. *Healthcare administration* includes jobs such as nurse manager, nurse director, and nursing administrator. *Healthcare technicians* involve in jobs like CAT Scan technologist, EKG technician, and surgical technologist.

LPN and healthcare technician positions usually require less than two years of training. RN education programs vary between two and four years. All other kinds of jobs such as nurse practitioner, clinical nurse specialist, or nursing administrator are generally required to have at least a master's degree. Various nursing salary studies have reported that salaries have a strong relationship with academic achievement and job title (ANP 2002, DHHS 2000, Nursing Management 2002). However the salary disparity is less pronounced among people with master's and doctoral degrees. In some cases, people with master's degrees earn higher salaries than those with doctoral degrees, depending on the position that they hold.

(b) Salaries in the Nursing Labor Market

Since the minimum faculty qualification in most nursing education programs requires a master's degree, this study only compares jobs in the labor market that have

similar qualification requirements and academic achievements because it is assumed such jobs are the competitors of our institutions in terms of faculty recruitment and retention.

In making its comparisons, SCHEV used currently available national and state nursing salary reports from *Advance for Nurse Practitioners*, *Nursing Management*, salary.com and the Virginia Department of Health for comparisons. *Advance for Nurse Practitioners* is a peer-reviewed monthly news magazine that provides clinical and news information to nurse practitioners nationwide. It conducts biennial salary surveys. *Nursing Management* is a monthly journal for nurses who would like to excel as healthcare managers and leaders. The journal conducts salary surveys annually. Salary.com provides web-based salary data in the labor market. The data are based on reporting from employers of all walks of life. The Virginia Department of Health (VDH) employs nurses for various kinds of jobs relating to public health. At the SCHEV's request for the study, VDH provided the salary data of its employees in nursing with a master's degree or higher.

Table 8 shows the average salary by job title/occupation. These nursing jobs require a minimum of master's degree for employment, the same requirement as for nursing faculty appointment. The average salary of Virginia nursing faculty in comparison excludes the salaries of faculty with bachelor degrees. The data indicates that there is no significant salary difference between Virginia nursing faculty and other nursing jobs that require similar educational backgrounds. While the average salary of Virginia nursing faculty in the bachelor degree program is lower than the salaries at clinics, this is due to the inclusion of faculty at both public and private institutions. The average salary of Virginia nursing faculty at public institutions is higher than the figures shown in the table for all programs above the associate degree. The average salary of Virginia nursing faculty in the bachelor program is $60,270 which is about the same as those at the clinics.

Table 8
Average Salary by Job Title/Occupation

2002 Nat'l Median Market Salary	
Nurse Manager	$68,997
Nurse Practitioner	$64,527
Clinical Nurse Specialist	$60,540

Source: salary.com, August 2002

2001 Avg Salary of Nurse Mgt	
Administrator	$71,500
Director	$61,100
Nurse Manager	$61,000
Surpervisor	$59,200

Source: Nursing Management, July 2002

VA State Job & Average Salary	
Pub Hlth Nurse Coordinator	$66,423
Pub Hlth Nurse Mger Sr.	$60,354
Pub Hlth Nurse Consultant	$59,204
Ceritified Nurse Pract Sr.	$58,705
Pub Hlth Nurse Manager	$57,772

Source: Virginia Department of Health

VA Fac Avg Salary by Pgm*	
Doctoral Program	$73,548
Master's Program	$64,793
Bachelor's Program	$54,420
Associate Program	$57,823
Diploma Program	$58,850

Note: * Faculty salary has been annualized.

Source: SCHEV Survey 2002

Table 9 shows average salary by personal educational achievement. The data indicates Virginia nursing faculty with master's degrees or lower earned less than those with similar educational background in clinic practice. However, Virginia nursing faculty

with doctoral degrees earned more on average than their counterparts in the job market. As mentioned earlier, in academia, the majority of instructional faculty are on a 9-10 month contract. Though their salaries are annualized in the study, such conversion cannot fully match the pay on an annual basis since assumptions for salaries are different. Furthermore, in the labor market, it is understood that people in nursing employment settings work intensively and in shifts. In comparison, faculty in nursing education programs work in a different setting with scheduled classes and more control over how to spend their non-teaching time. Therefore, it appears that salary differences at similar educational levels are more a result of job circumstances than sub par salaries at Virginia institutions.

Table 9
Average Salary by Educational Level

2001 Nurse Management Survey	
Master's in Other Field	$69,190
Master's in Nursing	$64,210
PhD in Nursing	$62,080
Bachelor in Nursing	$58,360

Source: Nursing Management, July 2002.

2001 Nurse Practitioners Survey	
Master's in Pub Hlth	$67,210
Doctorate	$66,760
Master's in Nursing	$63,462
Bachelor in Nursing	$61,710

Source: Advance for Nurse Practitioners January 2002.

Virginia Faculty Salary*, 2001-02	
PhD, Non-Nursing	$73,111
PhD in Nursing	$70,206
Master's in Nursing	$56,767
Bachelor in Nursing	$48,664

Note: * Faculty salary has been annualized.
Source: SCHEV Survey 2002.

The SCHEV study makes comparisons based on the average salaries. However, like salary variations by faculty rank, there is a large salary range for the same job in clinic practices too. A sample survey of nursing administrative salaries at Virginia hospitals showed that salaries varied from 30% to 100% for the same job title. For example, at Virginia Commonwealth University Health System, nurse practitioners' salaries ranged from $49,500 to $80,000. At Mary Washington Hospital, administrative directors' salaries varied from $68,000 to $106,000.

(c) Weekly working hours in the nursing labor market

Nursing Management 2002 salary survey reported that the average number of hours worked per week is 47.2 hours. A US Department of Health and Human Service (DHHS) study showed that a full-time registered nurse, on average, worked between 40 and 45 hours per week in 2000. The same study also reported that those who worked in nursing education had the third highest weekly hours of 44. Therefore, the average weekly working hours of Virginia nursing faculty in the SCHEV study are in line with those found in clinic practices. This report notes that due to the nurse shortage, various studies have indicated that workload and overtime have increased in nursing employment settings. Eight states have enacted legislation to regulate mandatory overtime.

Conclusions

Based on the data collected and a review of reports on clinical nursing salaries, SCHEV concludes that there are no significant disparities in salaries and workload between nursing faculty at Virginia institutions and those in clinical practice. As a result of this conclusion, SCHEV makes no formal recommendation on this issue, but does advocate for continued competitive nursing faculty salaries in the Commonwealth.

STUDY LIMITATIONS

- As stated earlier, the majority of nursing faculty at Virginia institutions are employed on a 9-10 month contract. For comparison purposes, their salaries are annualized. However, the annualized salary cannot fully match the pay on an annual basis as the assumptions for salaries are different. The actual annual earnings of a faculty member on a 9-10 month contract can be more or less than a faculty member paid on an annual basis.

- Virginia state agencies and public institutions use cost of living adjustments for workers in northern Virginia. However, as there is no proper method to separate the cost of living adjustment pay in the labor market, the SCHEV study included the cost of living adjustment pay in the analysis.

- The SCHEV study only focused on nursing faculty salaries and workload. It did not survey the quality aspects of faculty employment, such as job satisfaction and working conditions, at Virginia institutions. National studies have found that the quality of a job has a direct impact on recruitment and retention.

- The SCHEV study only looked at the salaries of the full-time instructional nursing faculty. It is recognized that part-time faculty play a crucial role in the educational delivery at institutions. National studies have documented that part-time faculty are paid below average (US Department of Education NSOPF:99, American Council on Education, 2002).

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APPENDICES

A. List of Participating Institutions in the Study by Academic Program

B. SCHEV 2001-2002 Nurse Faculty Salary Survey Form

APPENDIX A:
LIST OF PARTICIPATING INSTITUTIONS IN THE STUDY BY ACADEMIC PROGRAM

Doctoral Program

George Mason University
Hampton University
Liberty University
University of Virginia
Virginia Commonwealth University

Master's Program

Marymount University
Old Dominion University
Radford University

Baccalaureate Program

Christopher Newport University
College of Health Sciences
Eastern Mennonite University
James Madison University
Norfolk State University

Associate Degree

Blue Ridge Community College
Dabney S. Lancaster Community College
Germanna Community College
J. Sargeant Reynolds Community College
John Tyler Community College
Lord Fairfax Community College
Northern Virginia Community College
Patrick Henry Community College
Tidewater Community College
Thomas Nelson Community College
Southside Virginia Community College
Virginia Appalachian Tricollege Nursing Program
Virginia Western Community College
Wytheville Community College

Diploma Program

Riverside School of Professional Nursing
Southside Regional Medical Center School of Nursing

APPENDIX B:

SCHEV 2001-02 Nurse Faculty Salary Survey
(for Full-Time Instructional Faculty on 9/10 Month Contract)

Name of Institution: _____

(A) Institution Characteristics

Type of Instituiton: _____ (public, secular, or religious)
Highest Degree the Program Offers: _____ (associate degree, baccalaureate, master's, or doctoral)
Program Description _____ (department, division/college, autonomous, freestanding, or other)

(B) Faculty Characterisctis

	Bachelor	Master's	PhD (Nursing)	PhD (non-nursing)	Total
# of Full-Time Instruc'l Fac					

(C) Salaries and Workload

(a) Full-time instructional nurse faculty with bachelor degree

	Salaries				Workload				# of Faculty are nurse practitioners
	Min	Max	Median	Average	Avg Weekly Working Hrs	% for Teaching	% for Clinic Lab	# of Faculty	
Professor									
Associate Professor									
Assistant Professor									
Instructor									

(b) Full-time instructional nurse faculty with master's degree

	Salaries				Workload				# of Faculty are nurse practitioners
	Min	Max	Median	Average	Avg Weekly Working Hrs	% for Teaching	% for Clinic Lab	# of Faculty	
Professor									
Associate Professor									
Assistant Professor									
Instructor									

(c) Full-time instructional nurse faculty with doctoral degree (nursing)

	Salaries				Workload				# of Faculty are nurse practitioners
	Min	Max	Median	Average	Avg Weekly Working Hrs	% for Teaching	% for Clinic Lab	# of Faculty	
Professor									
Associate Professor									
Assistant Professor									
Instructor									

(c) Full-time instructional nurse faculty with doctoral degree (nonnursing)

	Salaries				Workload				# of Faculty are nurse practitioners
	Min	Max	Median	Average	Avg Weekly Working Hrs	% for Teaching	% for Clinic Lab	# of Faculty	
Professor									
Associate Professor									
Assistant Professor									
Instructor									

SCHEV 2001-02 Nurse Faculty Salary Survey
(for Full-Time Instructional Faculty on 11/12 Month Contract)

Name of Institution: _____

(A) Institution Characteristics

Type of Instituiton: _____ (public, secular, or religious)
Highest Degree the Program Offers: _____ (associate degree, baccalaureate, master's, or doctoral)
Program Description _____ (department, division/college, autonomous, freestanding, or other)

(B) Faculty Characterisctis

	Bachelor	Master's	PhD (Nursing)	PhD (non-nursing)	Total
# of Full-Time Instruc'l Fac					

(C) Salaries and Workload

(a) Full-time instructional nurse faculty with bachelor degree

	Salaries				Workload			# of Faculty	# of Faculty are nurse practitioners
	Min	Max	Median	Average	Avg Weekly Working Hrs	% for Teaching	% for Clinic Lab		
Professor									
Associate Professor									
Assistant Professor									
Instructor									

(b) Full-time instructional nurse faculty with master's degree

	Salaries				Workload			# of Faculty	# of Faculty are nurse practitioners
	Min	Max	Median	Average	Avg Weekly Working Hrs	% for Teaching	% for Clinic Lab		
Professor									
Associate Professor									
Assistant Professor									
Instructor									

(c) Full-time instructional nurse faculty with doctoral degree (nursing)

	Salaries				Workload			# of Faculty	# of Faculty are nurse practitioners
	Min	Max	Median	Average	Avg Weekly Working Hrs	% for Teaching	% for Clinic Lab		
Professor									
Associate Professor									
Assistant Professor									
Instructor									

(c) Full-time instructional nurse faculty with doctoral degree (nonnursing)

	Salaries				Workload			# of Faculty	# of Faculty are nurse practitioners
	Min	Max	Median	Average	Avg Weekly Working Hrs	% for Teaching	% for Clinic Lab		
Professor									
Associate Professor									
Assistant Professor									
Instructor									

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